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Contact: Jo Anita Miley  
Joanita.miley@usace.army.mil  
256-895-11585

## Corps senior leader conducts EEO training at Center

**HUNTSVILLE, Ala**— More than 75 Huntsville Center managers and supervisors attended mandatory Equal Employment Opportunity training May 12-13. HQ USACE director of EEO, James Braxton, gave the focal point training class, 'Leadership and Development: Creating a Positive Workforce,' during four training sessions held over a two day period in the command conference room.

Braxton said the training is required for managers and supervisors, and is part of the annual mandatory EEO requirement set out by the Equal Employment Opportunity Commission and Department of the Army Office of Diversity and Leadership. It is intended to give leaders an overview of the workforce in the 21<sup>st</sup> Century, provide new ways for managing employees, and foster diversity in the workplace.

Braxton said he would like to change the way EEO is viewed by those in leadership positions within the Corps'.

"EEO is not just about race and gender anymore – there are far more issues that we (leaders) will have to deal with," Braxton said. "We (leaders) must find better ways to reach our employees in the 21<sup>st</sup> Century," he said. "We have to figure out how to overcome the barriers that divide us in the workforce - this is what EO is about."

Employees from other USACE locations were given an opportunity to attend the training. Jeffrey Dziedzic, deputy director of the USACE Learning Center attended the training. with other supervisors and managers from his organization.

Dziedzic said he really appreciated Braxton's approach to the topic of diversity.

His taking a different approach rather than the generic definition of what someone might think diversity is or is not was great. He also liked that Braxton used his personal life experiences as examples. This was a plus for him.

"I definitely benefited from the EEO training. I experienced many "aha" moments during the session that I attended," Dziedzic said. "Mr. Braxton's use of analogies and examples were excellent ways to bring his point across, and another advantage for me," he said. "I took notes where I might not otherwise take notes, because I really appreciated the message he was sending."

The format for the training also included discussions on how to define conscious leadership, manage leadership challenges, understand cultural context, and work effectively across the organization.

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